

LEVEL

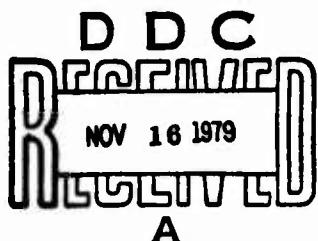
1
mc

Research Problem Review 77-17

ADA076707

**ATTITUDES TOWARD THE ARMY
AMONG BASIC TRAINEES:
1970 VERSUS 1974**

ARI FIELD UNIT AT FORT KNOX, KENTUCKY



U. S. Army

DISTRIBUTION STATEMENT A
Approved for public release
Distribution Unlimited

Research Institute for the Behavioral and Social Sciences

March 1978

79 11 15 269

**U. S. ARMY RESEARCH INSTITUTE
FOR THE BEHAVIORAL AND SOCIAL SCIENCES**

**A Field Operating Agency under the Jurisdiction of the
Deputy Chief of Staff for Personnel**

JOSEPH ZEIDNER
Acting Technical Director

W. C. MAUS
COL, GS
Commander

NOTICES

DISTRIBUTION: Primary distribution of this report has been made by ARI. Please address correspondence concerning distribution of reports to: U. S. Army Research Institute for the Behavioral and Social Sciences, ATTN: PERI-P, 5001 Eisenhower Avenue, Alexandria, Virginia 22333

FINAL DISPOSITION: This report may be destroyed when it is no longer needed. Please do not return it to the U. S. Army Research Institute for the Behavioral and Social Sciences.

NOTE: The findings in this report are not to be construed as an official Department of the Army position, unless so designated by other authorized documents.

(16) Army Project Number
2Q762717A767

Personnel Systems and
Contemporary Problems

(14) ARI - Research Problem Review - 77-17
(6) ATTITUDES TOWARD THE ARMY AMONG BASIC TRAINEES:
1970 Versus 1974

(10) Donald M. Kristiansen

Submitted by:
Donald F. Haggard, Chief
ARI FIELD UNIT, FORT KNOX

(11) March 1978 (12) 65

Approved by:

E. Ralph Dusek, Director
Individual Training & Performance
Research Laboratory

Joseph Zeidner
Acting Technical Director
U. S. Army Research Institute for
the Behavioral and Social Sciences

Research Problem Reviews are special reports to military management.
They are usually prepared to meet requests for research results bearing
on specific management problems. A limited distribution is made--
primarily to the operating agencies directly involved.

418 010 12

FOREWORD

Projects of the Army Research Institute for the Behavioral and Social Sciences (ARI) in the area of manpower resources include research on soldiers' adjustment to the Army, particularly during first-term enlistment and in relation to reenlistment. The present report describes an assessment of the attitudes of soldiers before and after Basic Combat Training at Fort Knox in 1974 and compares the 1974 responses with those elicited by a similar survey made in 1970 before the end of the draft. A second report compares attitudes in the 1974 sample across racial, educational-background, and enlistment-motivation categories.

The work was accomplished under Army Project 2Q762717A767, and in response to requirements of the office of the Deputy Chief of Staff for Personnel.

Joseph Zeidner
Joseph Zeidner
Acting Technical Director

Accession for	NTIS	General
	TAB	Unannounced
Justification	<input checked="" type="checkbox"/>	
By	<input type="checkbox"/>	
Distribution	<input type="checkbox"/>	
Availability Codes	<input type="checkbox"/>	
Dist	Avail and/or special	<input type="checkbox"/>
A	<input type="checkbox"/>	<input type="checkbox"/>

ATTITUDES TOWARD THE ARMY AMONG BASIC TRAINEES: 1970 VERSUS 1974

BRIEF

Requirement:

This Report Assesses

~~assess~~ the attitudes toward the Army held by all-volunteer basic trainees in 1974 and to compare their attitudes with those of a mixed sample of volunteers and draftees entering the Army in 1970; to compare in both groups pre-Basic Combat Training (BCT) attitudes and attitudes held at completion of BCT; and to assess differences in attitudes held by cadre and enlisted trainees in 1974.

Procedure:

A 53-item questionnaire was administered to a random sample of trainees undergoing basic training at Fort Knox, Kentucky in the fall of 1974 ($N = 605$). The questionnaire was administered during the initial week in service and again just before completion of BCT. All but three of the attitude items had been used for a 1970 survey of the attitudes of basic trainees at Fort Knox ($N = 561$). A parallel questionnaire was administered to a sample of BCT enlisted cadre ($N = 60$) as part of the 1974 survey. Pre- and post-BCT attitudes of trainees in the 1974 sample who answered all the items on both administrations ($N = 436$) were compared to the 1970 results and to the cadre results.

Findings:

The 1974 trainees held more favorable pre- and post-BCT attitudes than the 1970 trainees toward military service, organizational efficiency of the Army, importance of the Army, military discipline, quality of training, leadership, and the Army's concern for the individual soldier. Morale was also higher in the 1974 sample. 1970 and 1974 samples did not differ in the amount of race prejudice they perceived in the Army. Neither group showed significant attitude changes from pre- to post-BCT. In the 1974 sample, half the trainees had enlisted because there were no good jobs at home or to get job training in the Army; over 20% had enlisted to get additional high school or college education or for GI Bill benefits; over one-fourth were looking for work when they enlisted. The 1974 trainees held a more favorable attitude toward the organizational efficiency of the Army and the quality of training received than did cadre.

Utilization of Findings:

It is important for the Army to continuously assess the attitudes new men hold toward the Army, inasmuch as these attitudes may be reflected in motivation, performance, or discipline. Some subjects on which attitudes of cadre and trainees were found to differ may indicate inadequate communication or understanding between the two groups:

(1) More trainees than cadre strongly agreed that most NCOs were well qualified for their jobs. (2) More trainees than cadre agreed that Army officers are generally understanding of the needs and problems of their men. (3) More trainees felt that promotion was based on ability. (4) More cadre than trainees agreed that much of what is taught in the Army is simply useless information. (5) More cadre also agreed that some of the training given is not needed to make men good soldiers. (6) More trainees felt that they did not get a great deal of information about what went on in their unit whereas more cadre felt that they got a great deal. (7) More of the cadre strongly disagreed that BCT should be easier than it is.

ATTITUDES TOWARD THE ARMY AMONG BASIC TRAINEES: 1970 VERSUS 1974

CONTENTS

	Page
BACKGROUND	1
THE 1970 RESEARCH	2
OBJECTIVES OF THE 1974 RESEARCH	2
METHOD	3
The Questionnaire	3
Sampling	4
Analysis	6
RESULTS	7
Military Status of the 1974 Sample	7
Background Characteristics	7
Enlistment Motivation	9
Attitude toward the Army	11
DISCUSSION	30
Differences between the Trainee Samples	30
Cadre/Trainee Differences in the 1974 Samples	33
REFERENCES	37
APPENDIXES	39

<u>Tables</u>	<u>Page</u>
1. 1974 Sampling Scheme: Sample Sizes from Each of Six Companies, Pre- and Post-BCT	4
2. Reasons for Loss from the 1974 Sample	5
3. Enlistment Contract of the 1974 Trainee Sample	7
4. Age of Trainees in the Two Samples	8
5. Civilian Education of Trainees in 1974 Sample	8
6. Racial Distribution of Trainees in the Two Samples	8
7. Marital Status of Trainees in the Two Samples	9
8. Pre-Service Activity of Trainees in the 1974 Sample	9
9. Primary Enlistment Motivations of Trainees in the 1974 Sample	10
10. Secondary Enlistment Motivations of Trainees in the 1974 Sample	10
11. Preferred Assignment of Trainees in the 1974 Sample	11
12. Attitudes Toward Military Service in the Two Samples	12
13. Attitudes toward the Organization Efficiency of the Army - Two Samples	14
14. Morale	16
15. Attitudes toward the Importance of the Army in the Two Samples	17
16. Attitudes toward Military Discipline in the Two Samples	20
17. Attitudes toward the Quality of Training in the Two Samples	22
18. Attitudes toward Racial Prejudice in the Army in the Two Samples	23
19. Attitudes toward Leadership	24

<u>Tables</u> (Continued)	<u>Page</u>
20. Attitudes toward the Army's Concern for the Soldier in the Two Samples	25
21. Job Satisfaction	27
22. Normlessness (Basis of Promotion) in the Two Samples	28
23. Meaninglessness (Adequacy of Information Given Trainees) in the Two Samples	28
24. Self-Evaluative Involvement (Concern about Opinion of Superiors) in Two Samples	29
25. Miscellaneous--Two Samples	30
26. Items Included Only in 1974 Survey	31

ATTITUDES TOWARD THE ARMY AMONG BASIC TRAINEES: 1974 VERSUS 1970

BACKGROUND

The Army is now an all-volunteer force. The last of the men called to active duty through the draft were separated in August 1974. Men who entered the Army through enlistment could be assumed to differ in motivation for military service from men who were drafted. The absence of draftees from the current enlisted force could result in differences in the attitudes of enlisted men toward the Army.

The Army has now withdrawn from Vietnam. Negative effects of the conflict on attitudes toward the military, in the military as well as in the civilian sector, appear to be on the wane. A national poll taken in 1974 showed the military profession in good standing among occupations that included the professions, blue and white collar occupations, independent business enterprise, and politics.

The change to an all-volunteer force has already produced changes in many Army programs. With a reduction in numbers, input standards have been tightened. Mental standards for enlistment have been raised to exclude young men who have not completed high school or who cannot demonstrate civilian acquired skills and knowledge readily useful to the Army. Changes have been introduced to encourage enlistment, including increases in pay and allowances looking toward parity with civilian pay, Station of Choice/Unit of Choice enlistment options, and broadened and more attractive training options. Bonuses have been offered for combat arms enlistment. The Stripes-for-Skills program has been introduced to attract trained civilians whose skills are directly usable by the Army.

In addition to these changes within the Army, the nation's economy began to turn down in 1974. The national media began to talk of recession. Jobs became harder to find. The Army's need for manpower and an active recruiting campaign made military service a visible and viable option for many young men. The attitudes toward military service held by these men were likely to be different from those of men who had entered the service in 1970 during the Vietnam era. To the degree that input attitudes are related to motivation, training, performance, or discipline, differences in attitudes are of interest to the Army.

Most of the attitudes that men bring with them into the service have been formed across many years and have been influenced by other persons who are significant forces in a young man's life--parents, brothers, relatives, good friends. The media, too, have a considerable effect on attitude formation. Thus, it is difficult to effect attitude change in the eight weeks of Basic Combat Training (BCT). However, the Army's initial period of training is aimed at forming positive attitudes. Because the attitudes held at completion of BCT probably extend well into an individual's military career (Porter and Dubin, 1975), successful efforts to form positive attitudes have a long-term payoff to the Army.

The many research efforts in the past aimed at documenting the attitudes of enlisted men give testimony to the fact that this is an area of continuing concern (U.S. War Department, 1945, 1947; U.S. Army Special Staff, 1948 a, b, c; 1949 a, b; Office of the Secretary of Defense, 1951 a, b; Fisher, 1971; Drucker, 1974 a, b, c). The research reported by Drucker, conducted at Fort Knox in 1970, was an attempt not only to measure input attitudes but also to go beyond the descriptive process and compare attitudes across long and short time intervals. The Drucker research prompted the Fort Knox request for a similar study on an all-volunteer sample.

THE 1970 RESEARCH

A questionnaire containing attitude and background items was administered to enlisted men before and during the final week of Basic Combat Training (Drucker, 1974b). Results indicated that attitudes were relatively stable during BCT, with only a few instances of sizable change. Change toward more favorable attitudes was found for morale, military discipline, military leadership, the importance of military service, and the personal importance of doing well in the Army. Change toward less favorable attitudes was found for the organizational efficiency of the Army, job satisfaction, racial prejudice in the Army, and concern for the individual soldier. Results of the 1970 Fort Knox survey have been recapitulated briefly here for comparison with 1974 results.

OBJECTIVES OF THE 1974 RESEARCH

The 1974 research had four objectives, three of which are covered in the present Research Problem Review:

1. To compare the attitudes of new soldiers in 1974 (an all-volunteer sample) with the attitudes of new soldiers in 1970 (a mixed volunteer and conscripted sample) to document any differences in input attitudes that may have followed the withdrawal from Vietnam and the elimination of the draft.
2. To compare pre-BCT attitudes with post-BCT attitudes to document any attitude changes that may have occurred during basic training.
3. To compare the post-BCT attitudes of trainees with the attitudes of their training cadre to document any differences that may exist between the two groups. The latter objective was included because Drucker (1974a) found that training cadre perceived the attitudes of trainees to be more favorable than they really were.
4. A fourth objective, to compare attitudes across soldiers of varying races, educational backgrounds, and enlistment motivations is to be covered in a subsequent report.

METHOD

THE QUESTIONNAIRE

The questionnaire used in this research (Appendix A) was adapted from the previous research reported by Drucker (1974b). It was composed of 10 background and enlistment motivation items, 40 attitude items from the previous research, and 3 new attitude items developed for the present study. Attitude items in the questionnaire were categorized on the basis of previous administration. The categories, listed below, are not pure in a factorial sense.

Attitudes toward military service (6 items). The degree to which the soldier feels his military service is important, personally satisfying, and worthwhile.

Attitudes toward the organizational efficiency of the Army (4 items). The degree to which the soldier feels the Army is an efficient and well-run organization.

Morale (5 items). The degree to which the soldier feels that it is easy to make friends in the Army, expects to hold a favorable attitude toward the Army when discharged, says he is worried and upset, is in good spirits, reports high morale in his unit.

Attitudes toward the importance of the Army (3 items). The degree to which the soldier feels that the Army is an important institution.

Attitudes toward military discipline (5 items). The degree to which the soldier feels that military discipline is necessary, fair, and important.

Attitudes toward the quality of Army training (3 items). The degree to which the soldier feels that his military training is required and useful.

Attitudes toward racial prejudice in the Army (2 items). The degree to which the soldier feels that 1) there is more, or less, racial prejudice in the Army than in civilian life and 2) black soldiers have equal promotional chances with whites.

Attitudes toward leadership (2 items). The degree to which the soldier feels that NCOs are qualified for their jobs.

Attitudes toward the Army's concern for the individual soldier (5 items). The degree to which the soldier feels that 1) officers and NCOs understand and are interested in his problems, 2) men are treated with proper respect regardless of rank, and 3) he will get a square deal in the Army.

Job Satisfaction (1 item). The degree to which the soldier feels that the Army is giving him a chance to show what he can do.

Normlessness* (1 item).¹ The degree to which the soldier feels that promotions in the Army are based on ability.

Meaninglessness* (1 item). The degree to which the soldier feels that he gets enough information about what is going on in his unit.

Self-Evaluative Involvement* (1 item). The degree to which the soldier feels that the opinions of his superiors are important to him.

Miscellaneous (1 item). The degree to which the soldier feels that "the Army makes a man out of you."

Items prepared for the 1974 survey (3 items). The degree to which the soldier feels that 1) his parents are proud that he is serving in the Army, 2) basic training should be easier than it is, and 3) most of the men in his company will make good soldiers.

SAMPLING

The population sampled was the normal input to the Training Center during October 1974. Approximately 100 trainees were selected at random from each of six BCT companies (See Table 1). Two companies were taken from each of three battalions. All three battalions were from the same brigade. In addition, 60 cadre were administered the attitudinal portion of the questionnaire.

Table 1

1974 Sampling Scheme: Sample Sizes from Each of Six Companies, Pre- and Post-BCT

	Bn 1		Bn 2		Bn 3		Sum
	Co 1	Co 2	Co 3	Co 4	Co 5	Co 6	
Pre-BCT	98	98	108	101	100	100	605
Post-BCT	82	91	97	87	86	89	532

¹These category labels (starred items), although not as explanatory as the others, were retained to facilitate ready comparisons with the previous Drucker research.

Questionnaires were administered to the trainees by a civilian researcher during fill week (the first week preceding the start of basic training) and again after the trainees had taken the end-of-cycle proficiency test one or two days before graduation from BCT. Questionnaires (omitting background items) were administered to the 60 training cadre by an NCO assigned to the U.S. Army Research Institute for the Behavioral and Social Sciences. The first paragraph of the instructions was modified for the purpose.

A considerable number of trainees were absent from the post-training administration of the questionnaire. Re-testing sessions were held, generally the day following the regular administration, to pick up as many of the untested trainees as possible. Loss in the sample from pre-to post-BCT amounted to 73 subjects, and came about through the normal kinds of attrition in BCT (Table 2).

Table 2
Reasons for Loss from the 1974 Sample

<u>Reason</u>	<u>N</u>
Discharged from the service	28
On a work detail at the time of both post-training administration and readministration	-
Appointment	8
AWOL	6
Hospitalized	6
Recycled to another training company	5
Dropped from the rolls (AWOL more than 30 days)	4
Transferred to the Special Training Company for remedial training	4
Miscellaneous	-
TOTAL	73

In addition to this loss, 96 enlisted trainees skipped one or more items in the questionnaire on either the pre- or post-BCT administration or both. Questionnaires of these trainees were eliminated from the analysis so that pre- and post-BCT shifts in response distributions would be the results of changed responses rather than of changes in subsamples. This further loss reduced the sample for analysis to an N of 436.

ANALYSIS

Statistical analyses were applied to the attitude data only. Responses to each item were scaled, the highest number being assigned to the alternative deemed most favorable from the Army's standpoint. For example, response alternatives to the item, "By being in the Army, I am performing an important service to my country," were numbered as follows:

Agree strongly	5
Agree	4
Uncertain	3
Disagree	2
Disagree strongly	1

Comparison of Pre-/Post-BCT Responses within Sample. Data reduction and analysis were done by hand calculator in view of the unavailability of facilities for machine data reduction and processing. Pre-BCT/Post-BCT plots by response alternative would have permitted use of a standard test of change such as Chi square, but would have been prohibitive to do by hand. To provide an index suggesting change, the first step was to calculate the means and standard deviations of the pre- and post-BCT distribution of responses. A shift from the pre-BCT mean to the post-BCT mean equal to or greater than one-fourth of the pre-BCT standard deviation was considered evidence of an "interestingly" altered response from the sample. The sign of the result was taken to be an indication that the post-BCT response was more (plus) or less (minus) favorable than the pre-BCT response. This method did not provide a test of statistical significance. The following formula was computed for each item:

$$\frac{\bar{X}_{\text{post-BCT}} - \bar{X}_{\text{pre-BCT}}}{\text{SD}_{\text{pre-BCT}}} \geq .25$$

Comparison of Pre-/Post-BCT Responses: 1974 and 1970 Samples. The second question addressed was whether the 1974 sample had a more or less favorable pre- or post-BCT response than the 1970 sample. To answer this question, frequencies of responses to item alternatives were converted to percentages of the total number of responses. Cumulative percentage polygons were constructed, based on degree of favorableness, for example, agree strongly to disagree strongly (5, 4, 3, 2, 1). Differences between cumulative percentage polygons were tested with the Kolmogorov-Smirnov Test for the comparison of two samples (Walker and Lev, 1953). Differences at or exceeding the .05 level of significance were taken as evidence that the two response distributions differed. The direction of this difference was determined from the percentages responding favorably to the item. Trainee/cadre response distributions from the 1974 research were also analyzed with the Kolmogorov-Smirnov Test.

Data were not available from the 1970 research for many of the background and enlistment motivation items or for the three new attitude items written for the 1974 survey. Item means, standard deviations, and significance tests for the attitude items are shown in Appendix B.

RESULTS

Results are reported in the abbreviated tables in the text as percentages of the samples selecting the various item alternatives. Ns were 561 for the 1970 sample and 436 for the 1974 sample.

MILITARY STATUS OF THE 1974 SAMPLE

Prior Military Service. Almost all the trainees in the 1974 sample were non-prior service enlisted men. Only one percent had had previous military service.

Enlistment Contract. The percentages of the 1974 sample entering the Army under the various enlistment contracts are shown in Table 3. The bulk of the sample was composed of trainees who had enlisted for two years or for three years, with few National Guard or Army Reserve personnel and few enlisted men enlisting for more than three years or for the Combat Arms Bonus.

Table 3

Enlistment Contract of the 1974 Trainee Sample

National Guard	1%
Army Reserve	1%
Enlisted for 2 years	28%
Enlisted for 3 years	60%
Enlisted for more than 3 years	4%
Enlisted with Combat Arms Bonus	6%

BACKGROUND CHARACTERISTICS

Age. The age distributions of the two samples are shown in Table 4. The trainees in the 1974 sample were, as a group, younger than the trainees in the 1970 sample. For example, 54% of the 1974 sample were 18 years of age or younger as contrasted with 24% of the 1970 sample.

Table 4
Age of Trainees in the Two Samples

	<u>1970</u>	<u>1974</u>
17 years	10%	18%
18 years	14%	36%
19 years	39%	21%
20 years	18%	12%
21 or older	19%	13%

Civilian Education. The distribution of the levels of civilian education achieved in the 1974 sample is shown in Table 5. Approximately half (49%) of the 1974 sample were high school graduates. One-third (34%) had not reached the eleventh grade.

Table 5
Civilian Education of Trainees in 1974 Sample

8 years or less	5%
9 - 10 years	29%
11 - 12 years (not High School Grad)	17%
High School Graduate	40%
Some college	8%
College graduate	1%

Race. The distribution by race in the two samples is shown in Table 6. The 1974 sample contained over twice as many blacks (22%) as did the 1970 sample (9%). White made up 75% of the 1974 sample as compared to 88% of the 1970 samples.

Table 6
Racial Distribution of Trainees in the Two Samples

	<u>1970</u>	<u>1974</u>
Black	9%	22%
White	88%	75%
Oriental	0%	0%
Indian	0%	0%
Other	3%	3%

Marital Status. The marital status of both samples is shown in Table 7. The 1974 sample contained a slightly higher percentage of single men than did the 1970 sample.

Table 7

Marital Status of Trainees in the Two Samples

	1970	1974
Single	78%	85%
Married	18%	15%
Separated - legally	2%	0%
Divorced	2%	0%
Widower	0%	0%

Pre-Service Activity. Pre-service activities of the 1974 sample are shown in Table 8. Fifty-two percent of the 1974 sample were working part or full time before they joined the Army. Twenty percent were in school. Twenty-eight percent were looking for work.

Table 8

Pre-Service Activity of Trainees in the 1974 Sample

Going to school or just graduated	20%
Working only part time	11%
Working full time	41%
Looking for a job	28%

ENLISTMENT MOTIVATION

Primary Motivation. The primary enlistment motivations of the 1974 sample are shown in Table 9. Over two-thirds indicated that their primary reason for enlisting in the Army was for job training or educational benefits. Of the 44% enlisting for job training, 13% enlisted because there were no good jobs at home and 31% to get job training in the Army. Twenty-four percent enlisted for educational benefits (21% to get additional high school or college education available through the Army and 3% to get GI Bill benefits). Fourteen percent enlisted because they wanted to be a soldier, and 5% because of a problem in civilian life.

Table 9

Primary Enlistment Motivations of Trainees in the 1974 Sample

To be a soldier and serve the country	14%
To get travel and adventure	5%
Because there were no good jobs at home	13%
To get job training in the Army	31%
To get additional high school or college education through the Army	21%
To get the cash Enlistment Bonus	1%
Because of a problem in school, on the job, or at home	5%
To get GI Bill Benefits	3%
To earn an honorable discharge certificate	0%
Other	7%

Secondary Motivation. The secondary enlistment motivations of the 1974 sample are shown in Table 10. Over half the 1974 sample indicated that their second most important reason for enlisting in the Army was for job training or educational benefits--28% for job training either because there were no good jobs at home or to get job training in the Army, and 30% for educational benefits, either to get additional high school or college education or to get GI Bill benefits. Eleven percent had a secondary motivation of wanting to be a soldier, and 17% for travel and adventure.

Table 10

Secondary Enlistment Motivations of Trainees in the 1974 Sample

To be a soldier and serve the country	11%
To get travel and adventure	17%
Because there were no good jobs at home	6%
To get job training in the Army	22%
To get additional high school or college education through the Army	19%
To get cash Enlistment Bonus	2%
Because of a problem in school, on the job, or at home	4%
To get GI Bill benefits	11%
To earn an honorable discharge certificate	5%
Other	3%

Preferred Assignment. The preferred assignments of the 1974 sample are shown in Table 11. Over one-third picked Combat Leader as the type of assignment they would enjoy most in the Army. A larger percentage selected Technical, and a much smaller percentage selected Administration. Twelve percent had no particular choice. Those selecting Combat Leader may have been reacting to the prestigious title of "leader" more than to the Combat aspect of the assignment. The other choices did not imply a leadership role.

Table 11

Preferred Assignment of Trainees in the 1974 Sample

Combat leader--tank, infantry, artillery, aviation	35%
Technical--mechanic, supply, communications, etc.	44%
Administrative--clerk, typist, office manager	9%
I do not have a choice	12%

ATTITUDE TOWARD THE ARMY

Attitudes toward Military Service. In general, the 1974 sample both entered and left BCT with more favorable attitudes toward military service than did the 1970 sample. Neither sample changed in the favorableness of their attitudes during BCT. Trainees and cadre (1974 sample) showed little difference in their attitudes toward military service. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 12. Item means, standard deviations, and significance tests for the items in this category are shown in Table 1B, Appendix B.

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample (1) agreed that by being in the Army they were performing an important service to their country, (2) indicated that doing a good job in the Army gave them a feeling of satisfaction, (3) considered it an honor to be a soldier in the United States, (4) felt that it was important to them personally to make a good record in the Army, and (5) felt that what they would be doing in the Army would be worthwhile. Before BCT, the two samples did not differ significantly in the percentages disagreeing with the statement, "I don't care how well I do in the Army." After BCT, however, a significantly higher percentage of the 1974 sample disagreed with this statement.

The 1970 sample grew less favorable from pre- to post-BCT on the item regarding the personal importance of making a good record in the Army. No other meaningful pre- to post-BCT differences were found for either sample.

Table 12
Attitudes Toward Military Service in the Two Samples

Item	Response Weight ^a	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
By being in the Army, I am performing an important service to my country.						
Agree strongly	5	30%	28%	39%	41%	54%
Agree	4	48%	47%	50%	49%	36%
Uncertain	3	12%	13%	7%	8%	5%
Disagree	2	7%	8%	3%	2%	2%
Disagree strongly	1	3%	4%	1%	0%	3%
I don't care how well I do in the Army.						
Agree strongly	1	3%	3%	1%	1%	0%
Agree	2	5%	9%	2%	2%	3%
Uncertain	3	6%	11%	4%	2%	0%
Disagree	4	46%	46%	23%	23%	16%
Disagree strongly	5	40%	31%	70%	72%	81%
Doing a good job in the Army gives me a feeling of satisfaction.						
Agree strongly	5	30%	21%	52%	50%	71%
Agree	4	42%	50%	39%	44%	24%
Uncertain	3	15%	14%	6%	3%	3%
Disagree	2	9%	12%	1%	3%	2%
Disagree strongly	1	4%	3%	2%	0%	0%
I consider it an honor to be a soldier in the United States.						
Agree strongly	5	24%	20%	45%	50%	55%
Agree	4	37%	42%	44%	40%	35%
Uncertain	3	22%	21%	7%	7%	10%
Disagree	2	11%	11%	3%	2%	0%
Disagree strongly	1	6%	6%	1%	1%	0%

Table 12 (Continued)

<u>Item</u>	<u>Response Weight^a</u>	<u>1970</u>		<u>1974</u>		
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>	<u>Cadre</u>
How important is it to you personally to make a good record in the Army?						
It is very important	4	65%	49%	94%	89%	88%
It is fairly important	3	23%	28%	5%	9%	8%
It is not so important	2	9%	14%	1%	2%	2%
It is not important at all	1	3%	9%	0%	0%	2%
Do you feel that what you will be doing in the Army will be worthwhile or not?						
I am certain it will be worthwhile	4	26%	24%	62%	62%	66%
I think it will be worthwhile	3	43%	40%	34%	30%	23%
I don't think it will be worthwhile	2	21%	25%	3%	6%	9%
I am certain it won't be worthwhile	1	10%	11%	1%	2%	2%

^aThe numerical code used to obtain means and standard deviations

There was only one meaningful difference between the training cadre and the trainees in their attitudes toward military service. A higher percentage of the cadre strongly agreed that doing a good job in the Army gave them a feeling of satisfaction.

Attitudes toward the Organizational Efficiency of the Army. In general, the 1974 sample both entered and left BCT with a more favorable attitude toward the organizational efficiency of the Army than did the 1970 sample. Neither sample changed in the favorableness of their attitudes during BCT. There were considerable cadre/trainee differences in attitudes, these differences indicating more favorable attitudes among the 1974 trainees than among their cadre. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 13. Item means, standard deviations, and significance tests for the items in this category are shown in Table 2B, Appendix B.

Table 13

Attitudes toward the Organizational Efficiency of the Army - Two Samples

<u>Item</u>	<u>Response Weight</u>	<u>1970</u>		<u>1974</u>		
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>	<u>Cadre</u>
The Army is run as efficiently as most large civilian organizations.						
Agree strongly	5	19%	10%	30%	25%	7%
Agree	4	33%	32%	36%	41%	31%
Uncertain	3	14%	16%	15%	15%	21%
Disagree	2	20%	28%	12%	13%	33%
Disagree strongly	1	14%	14%	7%	6%	8%
The way the Army is run, it wastes a great deal of manpower.						
Agree strongly	1	22%	23%	5%	7%	31%
Agree	2	24%	35%	9%	13%	36%
Uncertain	3	27%	23%	27%	25%	16%
Disagree	4	21%	16%	41%	37%	16%
Disagree strongly	5	6%	3%	18%	18%	2%
During training and drill periods, do you have to spend too much time waiting around and doing nothing?						
Yes, every day	1	23%	26%	6%	11%	9%
Yes, quite often	2	13%	23%	12%	13%	12%
No, not often	4	28%	33%	41%	43%	58%
No, never	5	23%	13%	27%	30%	12%
Undecided	3	13%	5%	14%	3%	9%
In general, how well do you think the Army is run?						
It is run very well	5	20%	15%	39%	36%	12%
It is run pretty well	4	40%	37%	43%	49%	54%
It is not run so well	2	20%	26%	6%	6%	22%
It is run very poorly	1	11%	17%	2%	4%	0%
Undecided	3	9%	5%	10%	5%	12%

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample (1) felt that the Army is run as efficiently as most large civilian organizations, (2) disagreed with the statement, "The way the Army is run, it wastes a great deal of manpower," (3) felt that they seldom or never had to spend too much time waiting around and doing nothing during training and drill periods, and (4) felt, in general, that the Army is run well.

There were no meaningful pre- to post-BCT differences for either sample.

A significantly higher percentage of the trainees than of the cadre (1) agreed that the Army is run as efficiently as most large civilian organizations, (2) disagreed with the notion that the Army wastes a great deal of manpower, and (3) felt that, in general, the Army is run very well. Cadre and trainees did not differ in the percentages disagreeing with the statement that too much time is spent waiting around and doing nothing.

Morale. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 14. Item means, standard deviations, and significance tests for the items in this category are shown in Table 3B, Appendix B.

In general, the 1974 sample both entered and left BCT with higher morale than the 1970 sample. In the 1970 sample, one item showed a positive pre- to post-BCT gain; more trainees after BCT than before BCT reported that they were usually in good spirits. In the 1974 sample, three items showed a positive pre- to post-BCT gain: (1) More trainees after BCT reported being hardly ever, or only sometimes, worried and upset. (2) Higher morale was reported after BCT. (3) In addition, as in 1970, more trainees reported that they were usually in good spirits. There were no differences between the training cadre and the trainees in morale.

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample (1) felt that when they were discharged they would go back to civilian life with a favorable attitude toward the Army, (2) reported being hardly ever, or only sometimes, worried and upset, and (3) reported that they were usually in good spirits. A significantly smaller percentage of the 1974 sample reported low morale in their company both before and after BCT. The samples did not differ in the percentages reporting high morale nor in the percentages agreeing that it is easy for anyone to make friends in the Army.

Neither sample shifted appreciably from pre- to post-BCT on the items regarding making friends in the Army and going back to civilian life with a favorable attitude toward the Army. The 1970 sample did not change in the favorableness of their responses to the items regarding being worried and upset and the status of morale in their company, whereas the 1974 sample grew more favorable on these items during BCT. Both samples reported a higher percentage of trainees in good spirits after BCT.

Table 14

Morale

<u>Item</u>	<u>Response Weight</u>	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
It is easy for anyone to make friends in the Army.						
Agree strongly	5	26%	22%	31%	39%	26%
Agree	4	51%	57%	54%	47%	48%
Uncertain	3	9%	12%	11%	6%	10%
Disagree	2	11%	7%	1%	2%	4%
Disagree strongly	1	3%	2%	3%	6%	12%
Do you think when you are discharged you will go back to civilian life with a favorable or unfavorable attitude toward the Army?						
Very favorable	5	18%	16%	34%	41%	50%
Fairly favorable	4	22%	31%	34%	32%	23%
About fifty-fifty	3	34%	31%	26%	24%	23%
Fairly unfavorable	2	12%	13%	3%	2%	1%
Very unfavorable	1	14%	9%	3%	1%	3%
Are you ever worried and upset?						
I am hardly ever worried and upset	3	16%	24%	25%	39%	25%
I am sometimes worried and upset	2	44%	45%	60%	50%	53%
I am often worried and upset	1	40%	31%	15%	11%	22%
On the whole, how is the morale in your company?						
Very low	1	9%	9%	6%	2%	7%
Low	2	17%	15%	10%	6%	1%
Just so-so	3	41%	30%	43%	22%	17%
High	4	27%	35%	33%	48%	48%
Very High	5	6%	11%	8%	22%	27%

Table 14 (Continued)

<u>Item</u>	<u>Response Weight</u>	1970		1974			<u>Cadre</u>
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>		
In general, how would you say you feel most of the time, in good spirits or in low spirits?							
I am usually in good spirits	3	24%	43%	37%	56%	55%	
I am in good spirits some of the time and in low spirits some of the time	2	50%	40%	53%	41%	36%	
I am usually in low spirits	1	26%	17%	10%	3%	9%	

Attitudes toward the Importance of the Army. Table 15 shows percentage response distributions for both trainee samples and for the 1974 cadre sample. Item means, standard deviations, and significance tests for the items in this category are shown in Table 4B, Appendix B.

Table 15

Attitudes toward the Importance of the Army in the Two Samples

<u>Item</u>	<u>Response Weight</u>	1970		1974			<u>Cadre</u>
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>		
The Army is essential for the defense of our country.							
Agree strongly	5	52%	37%	70%	69%	69%	
Agree	4	38%	44%	26%	28%	24%	
Uncertain	3	6%	12%	2%	2%	7%	
Disagree	2	3%	4%	1%	1%	0%	
Disagree strongly	1	1%	3%	1%	0%	0%	

Table 15 (Continued)

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
In order to be prepared for war, the U.S. must have not only the most modern weapons, but also a large number of well-trained men.						
Agree strongly	5	35%	25%	67%	66%	69%
Agree	4	39%	42%	28%	32%	19%
Uncertain	3	11%	14%	3%	1%	7%
Disagree	2	12%	13%	1%	1%	5%
Disagree strongly	1	3%	6%	1%	0%	0%
Every able-bodied man in the U.S. owes it to his country to take military or naval training so that he can protect his country in an emergency.						
I agree	3	57%	49%	63%	59%	80%
I disagree	1	23%	30%	14%	16%	10%
I have no opinion	2	20%	21%	23%	25%	10%

In general, the 1974 sample both entered and left BCT with a more favorable attitude toward the importance of the Army than the 1970 sample. Neither sample changed in the favorableness of their attitudes during BCT. There was little difference between cadre and trainee attitudes.

Specifically, both before and after BCT, (1) a significantly higher percentage of the 1974 sample felt that, in order to be prepared for war, the US must have not only the most modern weapons but also a large number of well-trained men; (2) a significantly smaller percentage of the 1974 sample disagreed with the proposition that every able-bodied man in the United States owes it to his country to take military or naval training so that he can protect his country in an emergency. Differences in the percentages agreeing with the latter statement were not significant. Pre-BCT differences between the percentages of the samples agreeing that the Army is essential for the defense of our country were not significant but post-BCT differences were significant in favor of the 1974 sample.

Neither sample shifted appreciably from pre- to post-BCT on two items: (1) the necessity for a large number of well-trained men and (2) the obligation of every able-bodied man in the United States to take military training. The 1974 sample did not shift on the item regarding the Army as essential for the defense of our country, whereas the 1970 sample grew less favorable on this item during BCT.

There was one meaningful difference between cadre and trainees in attitude toward the importance of the Army. A higher percentage of the cadre agreed that every able-bodied man in the United States owes it to his country to take military training so that he can protect his country in an emergency.

Attitudes toward Military Discipline. In general, the 1974 sample both entered and left BCT with a more favorable attitude toward military discipline than did the 1970 sample. Neither sample changed in the favorableness of their attitudes during BCT. There was little difference between cadre and trainee attitudes in the 1974 sample. Table 16 shows percentage response distributions for both trainee samples and for the 1974 cadre sample. Table 5B, Appendix B shows item means, standard deviations, and significance tests for the items in this category.

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample (1) felt that the discipline you get in the Army is good for you, (2) disagreed with the notion that thinking for yourself in the Army leads to trouble, (3) disagreed with the notion that there is too much unnecessary harassment in the Army, (4) felt that all, or most, Army rules and regulations are necessary, and (5) felt that the military control and discipline in their unit was about right.

Neither sample shifted appreciably from pre- to post-BCT on the items regarding the discipline you get in the Army, thinking for yourself, unnecessary harassment, and the necessity of Army rules and regulations. Both samples gave a more favorable post-BCT response regarding the military control and discipline in their unit.

Trainees and cadre differed on only one item in the military discipline category. A higher percentage of the cadre disagreed with the statement that if you try to think for yourself in the Army, you're pretty sure to get in trouble. Differences on the other items were not large enough to be considered meaningful.

Table 16

Attitudes toward Military Discipline in the Two Samples

<u>Item</u>	<u>Response Weight</u>	1970		1974		<u>Cadre</u>
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>	
The discipline you get in the Army is good for you.						
Agree strongly	5	23%	16%	37%	41%	40%
Agree	4	39%	47%	40%	45%	41%
Uncertain	3	19%	20%	15%	10%	10%
Disagree	2	11%	13%	5%	3%	5%
Disagree strongly	1	8%	4%	3%	1%	4%
If you try to think for yourself in the Army, you're pretty sure to get in trouble.						
Agree strongly	1	35%	21%	24%	16%	4%
Agree	2	35%	38%	29%	29%	18%
Uncertain	3	11%	19%	23%	19%	8%
Disagree	4	14%	19%	17%	27%	49%
Disagree strongly	5	5%	3%	7%	9%	21%
There is too much unnecessary harassment in the Army.						
Agree strongly	1	39%	26%	22%	12%	22%
Agree	2	32%	37%	26%	25%	31%
Uncertain	3	14%	16%	24%	25%	12%
Disagree	4	11%	17%	21%	31%	33%
Disagree strongly	5	4%	4%	7%	7%	2%
What is your opinion of Army rules and regulations?						
All of them are necessary	4	18%	23%	36%	34%	17%
Most of them are necessary	3	59%	57%	53%	59%	73%
Only a few of them are necessary	2	21%	17%	11%	7%	10%
None of them are necessary	1	2%	3%	0%	0%	0%

Table 16 (Continued)

<u>Item</u>	<u>Response Weight</u>	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
What do you think of military control and discipline in this unit?						
It is too strict	1	49%	19%	31%	12%	26%
It is about right	2	47%	63%	67%	80%	53%
It is not strict enough	3	4%	18%	2%	8%	21%

Attitudes toward Quality of Training. In general, the 1974 sample both entered and left BCT with a more favorable attitude toward the quality of training than did the 1970 sample. Within sample, pre- to post-BCT differences were mixed and did not show a consistent pattern. Trainees tended to give more favorable responses than did cadre in the 1974 sample. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 17. Item means, standard deviations, and significance tests for the items in this category are shown in Table 6B, Appendix B.

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample (1) disagreed with the statement that, "Much of what is taught in the Army is simply useless information," and (2) felt that all the training they were receiving was needed to make men good soldiers. The trainee samples did not differ significantly in their responses before BCT to the item, "How do you feel about the physical training and hardening program?" After BCT, a significantly higher percentage of the 1974 sample felt that the program was either "about right" or "too easy."

The 1970 sample grew less favorable during BCT regarding the usefulness of what is taught in the Army. The 1974 sample did not change on this item during BCT. Both samples grew more favorable regarding the physical training program. Neither sample changed their responses regarding the necessity of all the training they were receiving.

Two of the three items regarding quality of training showed cadre/trainee differences. A significantly higher percentage of trainees (1) did not agree that much of what is taught in the Army is simply useless information and (2) felt that all the training they had been getting was needed to make them good soldiers. There were no differences between cadre and trainees regarding the toughness of the physical training program.

Table 17

Attitudes toward the Quality of Training in the Two Samples

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
Much of what is taught in the Army is simply useless information.						
Agree strongly	1	7%	11%	3%	2%	2%
Agree	2	13%	25%	6%	6%	17%
Uncertain	3	16%	19%	11%	12%	24%
Disagree	4	43%	36%	39%	42%	29%
Disagree strongly	5	21%	9%	41%	38%	28%
How do you feel about the physical training and hardening program?						
It's too easy	3	3%	15%	5%	20%	37%
It's about right	2	73%	72%	79%	77%	61%
It's too tough	1	24%	13%	16%	3%	2%
Do you think that some of the training you have been getting is <u>not needed</u> to make men good soldiers?						
Much of it is not needed	1	13%	16%	8%	8%	19%
Some of it is not needed	2	52%	57%	44%	41%	64%
All of it is needed	3	35%	27%	48%	51%	17%

Attitudes toward Racial Prejudice in the Army. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 18. Item means, standard deviations, and significance tests for the items in this category are shown in Table 7B, Appendix B.

Table 18

Attitudes toward Racial Prejudice in the Army in the Two Samples

<u>Item</u>	<u>Response Weight</u>	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
Black soldiers have as much of a chance to get promoted in the Army as do White soldiers.						
Agree strongly	5	50%	35%	61%	58%	43%
Agree	4	36%	43%	30%	31%	33%
Uncertain	3	9%	12%	5%	9%	12%
Disagree	2	3%	6%	2%	1%	3%
Disagree strongly	1	2%	4%	2%	1%	9%
Is there more or less racial prejudice in the Army than in civilian life?						
More racial prejudice in Army	1	12%	14%	13%	11%	17%
About the same	2	27%	37%	29%	35%	37%
More racial prejudice in civilian life	3	61%	49%	58%	54%	46%

The trainee samples did not differ from each other or from pre- to post-BCT in their judgments of the amount of racial prejudice in the Army. The 1974 sample, however, both entered and left BCT with a more favorable attitude toward the promotion chances of blacks. The position of the 1970 sample toward black promotion chances grew less favorable during BCT whereas the position of the 1974 sample remained essentially unchanged. There were no differences between cadre and trainees in their attitude toward racial prejudice.

Attitudes toward Leadership. In general, the 1974 sample entered and left BCT with a more favorable attitude toward leadership than did the 1970 sample. The 1974 sample grew more favorable during BCT on one of the leadership items, whereas the 1970 sample did not change. Trainees and cadre in the 1974 sample differed on one item in the leadership category. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 19. Item means, standard deviations, and significance tests for the items in this category are shown in Table 8B, Appendix B.

Specifically, both before and after BCT, a higher percentage of the 1974 sample felt that (1) most of the NCOs in the Army are well qualified for their jobs, and (2) all, or most, or their cadre "really knew their stuff." Neither sample changed their responses to this item during BCT. Regarding NCO qualifications for their jobs, the 1970 sample did not change, but the 1974 sample grew more favorable. A higher percentage of the trainees than of cadre agreed strongly that most of the NCOs in the Army are well qualified for their jobs.

Table 19
Attitudes toward Leadership

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
Most of the NCOs in the Army are well qualified for their jobs.						
Agree strongly	5	15%	12%	32%	45%	21%
Agree	4	43%	46%	42%	43%	57%
Uncertain	3	24%	20%	22%	9%	5%
Disagree	2	13%	17%	3%	3%	10%
Disagree strongly	1	5%	5%	1%	0%	7%
 Do you feel that the NCOs in the cadre in charge of your work really know their stuff?						
All of them do	5	23%	14%	40%	49%	40%
Most of them do	4	45%	46%	50%	42%	43%
About half of them do	3	19%	24%	7%	6%	9%
Few of them do	2	11%	13%	2%	3%	3%
None of them do	1	2%	3%	1%	0%	5%

Attitudes toward the Army's Concern for the Soldier. In general, the 1974 sample both entered and left BCT with a more favorable attitude toward the Army's concern for the soldier than did the 1970 sample. Few pre- to post-BCT changes were found for either sample. Trainees and cadre differed on only one item out of the five in this category. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 20. Item means, standard deviations, and significance tests for the items in this category are shown in Table 9B, Appendix B.

Table 20

Attitudes toward the Army's Concern for the Soldier in the Two Samples

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
Army officers are generally understanding of the needs and problems of their men.						
Agree strongly	5	11%	10%	17%	21%	5%
Agree	4	38%	42%	40%	42%	31%
Uncertain	3	26%	22%	28%	21%	17%
Disagree	2	15%	20%	10%	12%	31%
Disagree strongly	1	10%	6%	5%	4%	16%
Army NCOs are generally understanding of the needs and problems of their men.						
Agree strongly	5	10%	12%	14%	26%	38%
Agree	4	33%	41%	40%	45%	47%
Uncertain	3	29%	18%	32%	15%	10%
Disagree	2	18%	20%	10%	10%	0%
Disagree strongly	1	10%	9%	4%	4%	5%
In the Army men are treated with proper respect regardless of their rank or job.						
Agree strongly	5	5%	5%	15%	18%	4%
Agree	4	15%	23%	29%	36%	41%
Uncertain	3	13%	19%	24%	19%	17%
Disagree	2	29%	31%	18%	19%	21%
Disagree strongly	1	38%	22%	14%	8%	17%

Table 20 (Continued)

<u>Item</u>	<u>Response Weight</u>	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
Do you feel that your officers are interested in your welfare and personal problems?						
They have a great deal of interest	4	21%	15%	30%	27%	35%
They have a fair amount of interest	3	41%	43%	48%	50%	48%
They don't have much interest	2	26%	30%	17%	18%	14%
They have no interest at all	1	12%	12%	5%	5%	3%
From what you have seen or heard, do you think you will get a square deal in the Army?						
I am sure I will	4	14%	11%	28%	33%	28%
I think I will	3	50%	49%	62%	54%	55%
I don't think I will	2	26%	30%	7%	10%	14%
I am sure I will not	1	10%	10%	3%	3%	3%

Specifically, both before and after BCT, a significantly higher percentage of the 1974 sample felt that (1) in the Army, men are treated with proper respect regardless of their rank of job, (b) their officers were interested in their welfare and personal problems, and (3) from what they had seen or heard, they would get a square deal in the Army. A significantly smaller percentage of the 1974 sample (1) disagreed with the statement, "Army officers are generally understanding of the needs and problems of their men," and (2) disagreed with the statement that "Army NCOs are generally understanding of the needs and problems of their men." Differences in the percentages of both samples responding favorably to the latter two items were not significant.

Neither sample changed their responses during BCT to the items regarding Army officers' being generally understanding of the needs and problems of their men, officers' being interested in the welfare and personal problems of their men, and getting a square deal in the Army. The 1974 sample grew more favorable whereas the 1970 sample did not change

in their attitude toward the idea that Army NCOs are generally understanding of the needs and problems of their men. To the idea that men are treated with proper respect in the Army regardless of their rank or job, the 1970 sample grew more favorable whereas the 1974 sample did not change. A higher percentage of the trainees than of the cadre agreed that Army officers are generally understanding of the needs and problems of their men. Differences on the other four items were not large enough to be considered meaningful.

Job Satisfaction. A significantly higher percentage of the 1974 sample, both before and after BCT, felt that the Army was giving them a good chance to show what they could do. Neither sample changed during BCT. There were no trainee/cadre differences on the job satisfaction item. Table 21 shows percentage response distributions for both trainee samples and for the 1974 cadre sample. Item means, standard deviations, and significance tests for the item in this category are shown in Table 10B, Appendix B.

Table 21
Job Satisfaction

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
On the whole, do you think the Army is giving you a chance to show what you can do?						
A very good chance	5	26%	17%	50%	44%	37%
A fairly good chance	4	28%	35%	33%	34%	42%
Not much of a chance	2	23%	28%	7%	13%	14%
No chance at all	1	12%	16%	3%	3%	5%
Undecided	3	11%	4%	7%	6%	2%

Normlessness (Basis of Promotion). A significantly higher percentage of the 1974 sample, both before and after BCT, felt that promotions in the Army are based on ability. The 1970 sample grew less favorable on this item during BCT whereas the 1974 sample did not change. A higher percentage of the trainees than of cadre felt that promotions in the Army are based on ability. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 22. Item means, standard deviations, and significance tests for the item in this category are shown in Table 10B, Appendix B.

Table 22

Normlessness (Basis of Promotion) in the Two Samples

<u>Item</u>	<u>Response Weight</u>	<u>1970</u>		<u>1974</u>		
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>	<u>Cadre</u>
To what extent are promotions in the Army based on ability?						
A great deal	5	24%	16%	49%	40%	21%
Quite a bit	4	39%	36%	37%	38%	22%
Somewhat	3	27%	32%	11%	15%	33%
Slightly	2	8%	13%	2%	5%	15%
Not at all	1	2%	3%	1%	2%	9%

Meaninglessness: Adequacy of Information Given Trainees. A significantly higher percentage of the 1974 sample, both before and after BCT, felt that their officers and NCOs gave them enough information about what was going on in their unit. Neither sample changed from pre- to post-BCT. A higher percentage of the cadre than of trainees felt that they got a great deal of information about what was going on in their unit. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 23. Table 10B, Appendix B shows item means, standard deviations, and significance tests for the item in this category.

Table 23

Meaninglessness (Adequacy of Information Given Trainees) in the Two Samples

<u>Item</u>	<u>Response Weight</u>	<u>1970</u>		<u>1974</u>		
		<u>Pre BCT</u>	<u>Post BCT</u>	<u>Pre BCT</u>	<u>Post BCT</u>	<u>Cadre</u>
To what extent do your officers and NCOs give you enough information about what is going on in your unit?						
A great deal	5	12%	13%	34%	28%	47%
Quite a bit	4	27%	31%	38%	35%	26%
Somewhat	3	30%	30%	20%	21%	16%
Slightly	2	22%	19%	5%	12%	11%
Not at all	1	9%	7%	3%	4%	0%

Self-Evaluative Involvement: Concern about Superiors' Opinion. A significantly higher percentage of the 1974 sample, both before and after BCT, agreed that the opinions of their officers and NCOs about their performance as a soldier were very important to them. Neither sample changed during BCT. Cadre and trainees did not differ on this item. Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 24. Item means, standard deviations, and significance tests for the item in this category are shown in Table 10B, Appendix B.

Table 24

Self-Evaluative Involvement (Concern about Opinion of Superiors)
in Two Samples

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
The opinions of my officers and NCOs about my performance as a soldier are very important to me.						
Agree strongly	5	28%	21%	55%	54%	64%
Agree	4	38%	40%	34%	31%	26%
Uncertain	3	20%	22%	7%	9%	2%
Disagree	2	9%	13%	3%	4%	3%
Disagree strongly	1	5%	4%	1%	2%	5%

Miscellaneous. A significantly higher percentage of the 1974 sample, both before and after BCT, agreed that the Army makes a man out of you. The 1970 sample grew less favorable on this item during BCT, whereas the 1974 sample did not change. A higher percentage of the trainees than the cadre agreed with this statement.

Percentage response distributions for both trainee samples and for the 1974 cadre sample are shown in Table 25. Item means, standard deviations, and significance tests for the item in this category are shown in Table 10B, Appendix B.

Table 25

Miscellaneous--Two Samples

Item	Response Weight	1970		1974		
		Pre BCT	Post BCT	Pre BCT	Post BCT	Cadre
The Army makes a man out of you.						
Agree strongly	5	29%	13%	50%	34%	14%
Agree	4	38%	43%	32%	45%	43%
Uncertain	3	16%	19%	12%	12%	21%
Disagree	2	12%	18%	4%	6%	12%
Disagree strongly	1	5%	7%	2%	3%	10%

Items Included Only in the 1974 Survey. The 1974 sample did not change their responses during BCT to the item regarding their parents' pride in the fact that their son was serving in the Army nor in the opinion that the men in their company would make good soldiers. More men in the sample felt after BCT than before BCT that the training should not be easier than it is. A higher percentage of cadre than of trainees disagreed strongly that BCT should be easier than it is. Cadre and trainees did not differ on the other items in this category. Percentage response distributions for the 1974 trainee and cadre samples are shown in Table 26. Item means, standard deviations, and significance tests for the items in this category are shown in table 11B, Appendix B.

DISCUSSION

DIFFERENCES BETWEEN THE TRAINEE SAMPLES

Several very general conclusions derive from the results of this survey of attitudes. Enlisted men in the 1974 sample entered BCT with more favorable attitudes toward the Army than did Enlisted men in the 1970 sample. Neither the 1970 nor the 1974 sample changed attitudes markedly from pre- to post-BCT; however, the 1974 sample tended to be more favorable after BCT than before BCT on all the attitude categories except job satisfaction, and the 1970 sample tended to be less favorable after BCT than before BCT on all the attitude categories except military discipline, concern for the soldier, and morale. Because of the pre-BCT differences in favorableness and the opposite trends mentioned above, Enlisted men in the 1974 sample left BCT with more favorable attitudes toward the Army than did Enlisted men in the 1970 sample.

Table 26

Items Included Only in 1974 Survey

<u>Item</u>	<u>Response Weight</u>	<u>Pre BCT</u>	<u>Post BCT</u>	<u>Cadre</u>
My parents are proud that I am serving in the Army.				
Agree strongly	5	51%	57%	50%
Agree	4	28%	30%	32%
Uncertain	3	16%	9%	9%
Disagree	2	2%	3%	0%
Disagree strongly	1	3%	1%	9%
Basic Training should be easier than it is.				
Agree strongly	1	9%	6%	6%
Agree	2	19%	7%	4%
Uncertain	3	40%	16%	5%
Disagree	4	21%	39%	23%
Disagree strongly	5	11%	32%	62%
Most of the men in my company will make good soldiers				
Agree strongly	5	27%	31%	19%
Agree	4	42%	41%	44%
Uncertain	3	27%	20%	18%
Disagree	2	3%	6%	11%
Disagree strongly	1	1%	2%	8%

In attempting to account for these differences in attitude, four factors were considered; sample differences, changes in the civilian sector from 1970 to 1974, methodological differences between the 1970 and 1974 studies, and changes in BCT itself.

Sampling Differences. The major difference between the two samples was, of course, that the 1974 sample was all-volunteer whereas the 1970 sample was about half volunteers and half draftees. It seems reasonable to assume that men who actively chose a tour in the Army would see military service in a more favorable light than men who were drafted.

The factors of age, race, and the civilian economy combine to suggest further reasons for attitude differences between the samples. Fisher (1971) found that 17-year-olds had more favorable attitudes toward military service than young men 18 years of age or older, and that blacks had more positive attitudes than whites. Because the 1974 sample contained twice as many 17-year-olds and almost three times as many blacks as the 1970 sample, these two factors could account for a sizable portion of the differences between the two samples. A possible explanation for the higher proportion of younger men and blacks in the 1974 sample could be the state of the economy at the time these men entered the service (October 1974). Unemployment rates were high, and young men and blacks had higher unemployment rates than the population at large. Over one-fourth of the enlisted men in the 1974 sample indicated that they were looking for a job at the time they enlisted. An additional 11% were employed only part time. Almost 40%, then, were unemployed or minimally employed.

Another factor that couples with unemployment to suggest differences between 1970 and 1974 is the level of civilian education in the 1974 sample. A large proportion of the 1974 sample sought out the Army as a positive experience leading to either vocational training or further education. One-fourth reported that they had enlisted to get additional high school or college education through the Army or to get GI Bill benefits. Fisher (1971) found that 35% of his sample saw skills training as a positive enlistment inducement, and 48% felt that a paid college education (GI Bill) would be a positive enlistment inducement. If the goals of vocational training or continuing education were viable, the trainees' positive attitude could very well generalize to other areas of the military service.

Another factor, not taken into consideration in this survey because comparable data were not available from the 1970 research, was the expansion of recruiting practices and enlistment options available in 1974. It is therefore likely that the 1974 sample entered service with more positive expectations than did the 1970 sample. The eight weeks of BCT are hardly enough to do violence to these expectations. It is conceivable, then, that some differences between the two samples are a function of the differing expectations for military service.

Changes in the Civilian Sector. Disengagement from the Vietnam conflict may have had an impact on that attitudes of the 1974 sample. Drucker (1974a) found trainees in 1970 quite concerned with combat. Soldiers in BCT in 1974 did not have to worry about an assignment to an active combat zone. With this pressure off, trainees could be a little more relaxed about their future training and assignment.

Volunteering for service in 1974 had a different meaning than it did in 1970. Motivations to enlist in 1970 were generated during a period of active armed conflict in Vietnam, a stronger civilian economy, and the uncertainties of the draft. This environment had changed considerably

by 1974. The United States was no longer engaged in Vietnam, jobs were scarce (particularly for the young and for the black, both of whom had higher representation in the 1974 sample), and draft age men no longer had to worry about being plucked out of a vocational commitment for active service.

The 1974 sample entered the Army out of a different civilian environment than the 1970 sample. In 1970, anti-military sentiment in the civilian sector was running high. Campus dissent, and to a lesser extent, high school dissent, was headlined by radio, television, and the newspapers. These anti-war, anti-military feelings were strong during the time that the young men in the 1970 sample were in an attitude formation stage of their lives. A pro-military attitude would have been hard to develop in that atmosphere. By contrast, the men in the 1974 sample entered service from a civilian milieu standing down from the war generated feelings of the 1960's. The United States had disengaged itself from Vietnam, eliminated the draft, and reduced the size of its standing military force. Dissent no longer carried the front pages of the newspapers and the lead commentaries of newscasters. Popular civilian attitudes were not pro-military but at least they were not anti-military.

Methodological Differences. Differences in the research methods used in the two surveys were slight. The questionnaire used in 1974 differed slightly from the one used in 1970. A potentially more serious difference in method was the different ways enlisted men identified themselves on the attitude instrument. Drucker (1974b) had his respondents identify themselves by social security number and unit of assignment. In 1974, the men were asked to indicate their name as well as social security number and unit of assignment. This requirement may have introduced a more potent social acceptability bias in the 1974 respondents. Wilson and Rosen (1975), however, found that survey respondents are more willing to be candid when the attitude questionnaire referent is military service than when it is drug use or racial prejudice. This factor was not seen as a serious producer of differences between the samples, but no measure of its effect was taken.

Changes in BCT. A final factor considered to have possible effect on the attitudinal differences between the two trainee samples was the difference in BCT instituted between 1970 and 1974, particularly the changes made in the training programs for Drill Instructors in 1971. In addition, the training program for Drill Instructors emphasized a more cautious treatment of trainees. These changes in BCT could account for the slightly more favorable attitude in 1974 than in 1970.

CADRE/TRAINEE DIFFERENCES IN THE 1974 SAMPLE

In general, trainee and cadre attitudes differed in only three major (more than one item) categories. Trainee attitudes were more favorable than cadre attitudes toward organizational efficiency of the Army, quality of training, and leadership. There were no significant differences

between the groups in their attitudes toward military service, the importance of the Army, military discipline, racial prejudice, concern for the soldier, morale, and job satisfaction. On the remaining one-item categories, a higher percentage of the trainees felt that promotions in the Army are based on ability, and agreed that the Army "makes a man out of you." A higher percentage of the cadre felt that they got a great deal of information about what was going on in their unit. The two groups differed on one item out of the three written for the 1974 survey: a higher percentage of the cadre disagreed strongly with the notion that basic training should be easier than it is.

The differences found between trainees and training cadre were, in the main, predictable. Training cadre have a stronger career commitment than trainees and will tend to respond in accordance with this commitment. For example, a higher percentage of the cadre "agreed strongly" that doing a good job in the Army gave them a feeling of satisfaction. The two groups did not differ in the degree to which they generally endorsed this item, however, 94% of the trainees and 95% of the cadre "agreeing" or "agreeing strongly." Also, a higher percentage of the cadre agreed that every able-bodied man owes it to his country to take military or naval training so that he can protect his country in an emergency. It is reasonable to assume that professional military men will espouse universal military training at a higher rate than first-tour soldiers.

Training cadre hold a more responsible, and hence more favored, position in the Army than do trainees. They would, therefore, agree more readily that sufficient information about unit activities was available. Indeed, they are the ones that hand the information out. Because they are trainers, have probably experienced combat, and are training men for combat, they would be expected to disagree more strongly than trainees with statements suggesting that BCT should be easier. Also, because they have more rank and its attendant responsibility, they have more license to think for themselves without getting into trouble. They are also more familiar with the parameters and limits of thinking for themselves.

Differences between trainees and cadre regarding the organizational efficiency of the Army are somewhat surprising. An overtone of dissatisfaction with Army efficiency runs through the cadre responses to the items in this category. One would not expect over 40% to disagree with the statement that the Army is run as efficiently as most large civilian organizations, or over 60% to agree that the Army wastes manpower, or less than 15% to feel that the Army is run very well. However, the cadre have had much more opportunity to see the system at work and are more realistically aware of its shortcomings. Hence, they are not as ready as trainees to give the Army high marks on efficiency.

Trainees, because of their position and relative lack of experience, may not be able to make fine discriminations in programs, policies, and procedures. They may also be a little more hesitant to criticize. For example, they have less basis for deciding what training will prove to be

useless and so are less ready to say that much of what they have been taught is useless. Similarly, they are more willing to say that all of the training they have gotten will be needed in the future. The cadre were more careful with these extreme statements. In this same vein, the cadre were not so willing to "agree strongly" that most NCOs in the Army are well qualified. Over three-fourths of the cadre did "agree" with this statement, however.

Another unsettling note regards officer understanding of needs and problems of their men. Less than 40% of the cadre agreed that officers are generally understanding. Trainee responses were similar but not as extreme. Trainees and cadre alike seem to feel that officers are interested in the problems of the men but just don't understand. This result suggests that the program requiring officers to show interest and understanding does not train them adequately for this task.

Less than half the cadre felt that promotions are based on ability. One-third felt that promotions are only "somewhat" based on ability. Information is lacking on which to base an intelligent guess as to why cadre responded as they did. The questionnaire did not examine such matters as promotion quotas, effects of malassignment, or "being in the right job at the right time."

Finally, over three-fourths of the trainees agreed that the Army "makes a man out of you." The cadre weren't quite so positive. Their greater maturity would make them cautious of this statement. A more reasonable cadre position might be--if you have in you the stuff out of which men are made, the Army is a good place for you to develop it.

REFERENCES

Drucker, Eugene H. The effects of basic combat training on the attitudes of the soldier. HumRRO Technical Report 74-17, June 1974. (a)

Drucker, Eugene H. A longitudinal study of attitude change and alienation during basic combat training. HumRRO Technical Report 74-15, June 1974. (b)

Drucker, Eugene H. Changes in soldier attitudes. HumRRO Technical Report 74-21, August 1974. (c)

Fisher, Allan H. Jr. Attitudes of youth toward military service: Results of a national survey conducted in May 1971. Consulting Report for the Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs, HumRRO, October 1971.

Office of the Secretary of Defense, Armed Forces Information and Education Division, Attitude Research Branch. New soldier attitudes after six weeks of training: 2. Trends in adjustment and orientation. Report No. 114-338-1, Washington, D.C., March 1951. (a)

Office of the Secretary of Defense, Armed Forces Information and Education Division, Attitude Research Branch. New soldiers' attitudes after six weeks of training: 2. Reactions to training. Report No. 115-338-II, Washington, D.C., May 1951. (b)

Porter, Lyman W. and Dubin, Robert. The organization and the person. University of California, Irvine. Final Report, ONR Contract N00014-69-A-0200-9001, Office of Naval Research, July 1975.

U.S. Army Special Staff, Troop Information and Education Division, Troop Attitude Research Branch. Trends in morale attitudes of soldiers. Report No. 71-302, Washington, D.C., June 1948. (a)

U.S. Army Special Staff, Troop Information and Education Division, Troop Attitude Research Branch. Morale attitudes of trainees: A comparison between the UMT Experimental Division and two conventional training divisions. Report No. 72-312 III T2, Washington, D.C., June 1948. (b)

U.S. Army Special Staff, Army-Air Force Troop Information and Education Division, Troop Attitude Research Branch. Attitudes of 18-year-old Army recruits at the beginning and end of basic training. Report No. 84-320, Washington, D.C., October 1948. (c)

U.S. Army Special Staff, Army-Air Force Troop Information and Education Division, Troop Attitude Research Branch. Long-term and short-term recruits in the Army: Differences in attitudes at the beginning of basic training. Report No. 88, Washington, D.C., January 1949. (a)

U.S. Army Special Staff, Troop Information and Education Division, Troop Attitude Research Branch. Trends in Morale Attitudes of Soldiers. Report No. 99, Washington, D.C., August 1949. (b)

U.S. War Department, Army Service Forces, Information and Education Division. Comparative morale attitudes of men in Army Service Forces in continental United States. Report No. C-124, Washington, D.C., July 1945.

U.S. War Department, General Staff, Information and Education Division, Troop Attitude Research Branch. Morale attitudes: I. Trends in morale attitudes among enlisted men during 1946. Report No. 20-309, Washington, D.C., April 1947.

Walker, Helen M. and Lev, Joseph. Statistical Inference. New York: Henry Holt and Co., 1953.

Wilson, Thurlow R. and Rosen, Theodore H. Self-disclosure on Army Surveys: Survey procedures and respondent beliefs related to candidness. HumRRO Technical Report 75-2, April 1975.

APPENDIXES

Appendix	Page
A. Copy of Survey Questionnaire	41
B. Means, Standard Deviations and Significant Tests for Items in the Survey Analysis	49

APPENDIX A

COPY OF SURVEY QUESTIONNAIRE

FORT KNOX QUESTIONNAIRE
on
ATTITUDES TOWARD THE ARMY

Last Name _____ SSAN _____

Today's date _____ BCT Company _____

This questionnaire contains questions about you and statements about the Army and your feelings toward the Army. It is being given to soldiers in basic training as part of an Army research project. Your answers will be used for research purposes only, and they will have absolutely no effect upon your position in the Army.

The first 10 questions ask for information about you. Read each question and decide which answer correctly describes you. Circle the letter in front of that answer. For example, the first question asks:

1. Which of the following are you?

- a. Single
- b. Married
- c. Separated - legally
- d. Divorced
- e. Widower

If you are single, you would circle the letter "a" in front of the word "single".

Questions 11-53 are statements about the Army and your feelings toward the Army. Read each statement and decide which answer best describes your feelings about the statement. Circle the letter in front of the answer that you choose.

PERSONAL HISTORY INFORMATION

1. Which of the following are you?
 - a. Single
 - b. Married
 - c. Separated - legally.
 - d. Divorced
 - e. Widower

2. How old are you?
 - a. 17
 - b. 18
 - c. 19
 - d. 20
 - e. 21 or older

3. Have you had prior active duty military service?
 - a. Yes
 - b. No

4. Which one of the following are you?
 - a. National Guard
 - b. Army Reserve
 - c. Enlisted for 2 years?
 - d. Enlisted for 3 years?
 - e. Enlisted with Combat Arms Bonus
 - f. Enlisted for more than 3 years

5. What level of education had you completed prior to entering the Army?
 - a. 8 years or less
 - b. 9 - 10 years
 - c. 11 - 12 years (not High School Grad)
 - d. High School Graduate
 - e. Some college
 - f. College graduate

6. What is your race?
 - a. Black
 - b. White
 - c. Oriental
 - d. Indian
 - e. Other

QUESTIONNAIRE

7. What was the primary reason that you enlisted in the Army?
 - a. To be a soldier and serve the country
 - b. To get travel and adventure
 - c. Because there were no good jobs at home
 - d. To get job training in the Army
 - e. To get additional high school or college education through the Army
 - f. To get the cash Enlistment Bonus
 - g. Because of a problem in school, on the job, or at home
 - h. To get GI Bill benefits
 - i. To earn an honorable discharge certificate
 - j. Other

8. What was the second most important reason that you enlisted in the Army?
 - a. To be a soldier and serve the country
 - b. To get travel and adventure
 - c. Because there were no good jobs at home
 - d. To get job training in the Army
 - e. To get additional high school or college education through the Army
 - f. To get cash Enlistment Bonus
 - g. Because of a problem in school, on the job, or at home
 - h. To get GI Bill benefits
 - i. To earn an honorable discharge certificate
 - j. Other

9. What type assignment do you think you would enjoy most in the Army?
 - a. Combat leader - tank, infantry, artillery, aviation
 - b. Technical - mechanic, supply, communications, etc.
 - c. Administrative - clerk, typist, office manager
 - d. I do not have a choice

10. What were you doing when you joined the Army?
 - a. Going to school or just graduated
 - b. Working only part time
 - c. Working full time
 - d. Looking for a job

11. By being in the Army, I am performing an important service to my country.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

12. The Army makes a man out of you.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

13. The Army is run as efficiently as most large civilian organizations.

- Agree stronglv
- Agree
- Uncertain
- Disagree
- Disagree strongly

14. It is easy for anyone to make friends in the Army.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

15. The Army is essential for the defense of our country.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

16. I don't care how well I do in the Army.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

17. Much of what is taught in the Army is simply useless information.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

18. Doing a good job in the Army gives me a feeling of satisfaction.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

19. The discipline you get in the Army is good for you.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

20. Army officers are generally understanding of the needs and problems of their men.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

21. If you try to think for yourself in the army, you're pretty sure to get in trouble.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

22. The way the Army is run, it wastes a great deal of manpower.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

23. Army's NCOs are generally understanding of the needs and problems of their men.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

24. I consider it an honor to be a soldier in the United States.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

25. Most of the NCOs in the Army are well qualified for their jobs.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

26. There is too much unnecessary harassment in the Army.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

27. In order to be prepared for war, the US must have not only the most modern weapons, but also a large number of well-trained men.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

28. Black soldiers have as much of a chance to get promoted in the Army as do White soldiers.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

29. In the Army men are treated with proper respect regardless of their rank or jobs.

- Agree strongly
- Agree
- Uncertain
- Disagree
- Disagree strongly

30. During training and drill periods, do you have to spend too much time waiting around and doing nothing?

- Yes, every day
- Yes, quite often
- No, not often
- No, never
- Undecided

31. Do you think when you are discharged you will go back to civilian life with a favorable or unfavorable attitude toward the Army?

- Very favorable
- Fairly favorable
- About fifty-fifty
- Fairly unfavorable
- Very unfavorable

32. Are you ever worried and upset?

- I am hardly ever worried and upset
- I am sometimes worried and upset
- I am often worried and upset

33. Do you feel that the NCOs in the cadre in charge of your work really know their stuff?

- All of them do
- Most of them do
- About half of them do
- Few of them do
- None of them do

34. Do you feel that your officers are interested in your welfare and personal problems?

- They have a great deal of interest.
- They have a fair amount of interest.
- They don't have much interest.
- They have no interest at all.

35. On the whole, do you think the Army is giving you a chance to show what you can do?

- A very good chance
- A fairly good chance
- Not much of a chance
- No chance at all
- Undecided

36. Every able-bodied man in the US owes it to his country to take military or naval training so that he can protect his country in an emergency.

- I agree
- I disagree
- I have no opinion

37. How important is it to you personally to make a good record in the Army?

- It is very important
- It is fairly important
- It is not so important
- It is not important at all

38. How do you feel about the physical training and hardening program?

- It's too easy
- It's about right
- It's too tough

39. In general, how well do you think the Army is run?

- It is run very well
- It is run pretty well
- It is not run so well
- It is run very poorly
- Undecided

40. On the whole, how is the morale in your company?

- Very low
- Low
- Just so-so
- High
- Very high

41. Do you think that some of the training you have been getting is not needed to make men good soldiers?

- Much of it is not needed
- Some of it is not needed
- All of it is needed

42. What is your opinion of Army rules and regulations?

- All of them are necessary
- Most of them are necessary
- Only a few of them are necessary
- None of them are necessary

43. In general, how would you say you feel most of the time, in good spirits or in low spirits?

- I am usually in good spirits
- I am in good spirits some of the time and in low spirits some of the time
- I am usually in low spirits

44. What do you think of the military control and discipline in this unit?

- It is too strict
- It is about right
- It is not strict enough

45. Is there more or less racial prejudice in the Army than in civilian life?

- More racial prejudice in Army
- About the same
- More racial prejudice in civilian life.

46. Do you feel that what you will be doing in the Army will be worthwhile or not?

- I am certain it will be worthwhile
- I think it will be worthwhile
- I don't think it will be worthwhile
- I am certain it won't be worthwhile

47. From what you have seen or heard, do you think you will get a square deal in the Army?

- I am sure I will
- I think I will
- I don't think I will
- I am sure I will not

48. To what extent are promotions in the Army based on ability?

- A great deal
- Quite a bit
- Somewhat
- Slightly
- Not at all

49. To what extent do your officers and NCOs give you enough information about what is going on in your unit?

- A great deal
- Quite a bit
- Somewhat
- Slightly
- Not at all

50. The opinions of my officers and NCOs about my performance as a soldier are very important to me.

- Agree strongly
- Agree
- Undecided
- Disagree
- Disagree strongly

51. My parents are proud that I am serving in the Army.

- Agree strongly
- Agree
- Undecided
- Disagree
- Disagree strongly

52. Basic Training should be easier than it is.

- Agree strongly
- Agree
- Undecided
- Disagree
- Disagree strongly

53. Most of the men in my company will make good soldiers.

- Agree strongly
- Agree
- Undecided
- Disagree
- Disagree strongly

APPENDIX B

MEANS, STANDARD DEVIATIONS AND SIGNIFICANCE TESTS FOR ITEMS IN THE SURVEY ANALYSIS

Table 1B

Item	Attitudes Toward Military Service						\bar{x} (post-BCT) - \bar{x} (pre-BCT)	KS Test Pre Post BCT BCT		
	1970		1974		SD (pre-BCT) 1970 1974					
	Pre BCT	Post BCT	Pre BCT	Post BCT						
By being in the Army, I am performing an important service to my country	Mean .98	Mean 1.03	Mean .77	Mean .69		-.07 ^a	.06	.005 ^b .001		
I don't care how well I do in the Army.	Mean SD .95	Mean 1.02	Mean .74	Mean .70		-.22	.05	.001 .001		
Doing a good job in the Army gives me a feeling of satisfaction.	Mean SD 1.07	Mean 1.01	Mean .78	Mean .69		-.11	.01	.001 .001		
I consider it an honor to be a soldier in the United States.	Mean SD 1.15	Mean 1.10	Mean .80	Mean .74		-.02	.10	.001 .001		
How important is it to you personally to make a good record in the Army?	Mean SD .78	Mean .98	Mean .36	Mean .40		-.43	-.13	.001 .001		
Do you feel that what you will be doing in the Army will be worthwhile or not?	Mean SD .92	Mean .93	Mean .62	Mean .72		-.08	-.08	.001 .001		

a. The criterion for an "interesting" pre- to post- BCT shift

b. Significance levels from the KS Test analysis, i.e., alpha = .005.

Table 28

Organizational Efficiency

Item	\bar{x} (post-BCT) - \bar{x} (pre-BCT)						KS Test Pre Post BCT BCT	
	1970			1974				
	Pre BCT	Post BCT	Post BCT	Pre BCT	Post BCT	Post BCT		
The Army is run as efficiently as most large civilian organizations.	Mean	3.23	2.95	3.69	3.66			
	SD	1.34	1.24	1.22	1.14	-.20	-.02	
						.001	.001	
The way the Army is run, it wastes a great deal of manpower.	Mean	2.65	2.41	3.57	3.46			
	SD	1.20	1.09	1.04	1.13	-.20	-.10	
						.001	.001	
During training and drill periods, do you have to spend too much time waiting around and doing nothing?	Mean	3.14	2.83	3.71	3.69			
	SD	1.49	1.44	1.15	1.30	-.20	-.01	
						.001	.001	
In general, how well do you think the Army is run?	Mean	3.37	3.07	4.13	4.05			
	SD	1.30	1.38	.91	1.02	-.23	-.08	
						.001	.001	

Table 3B

Item	Morale	1974				\bar{x} (post-BCT) - \bar{x} (pre-BCT)		KS Test	
		Pre BCT	Post BCT	Pre BCT	Post BCT	SD (pre-BCT) 1970	SD (pre-BCT) 1974	Pre BCT	Post BCT
It is easy for anyone to make friends in the Army.	Mean	3.85	3.90	4.07	4.11	.04	.04	.01	.001
	SD	1.02	.88	.88	1.01				
Do you think when you are discharged you will go back to civilian life with a favorable or unfavorable attitude toward the Army?	Mean	3.17	3.32	3.92	4.07	.11	.14	.001	.001
	SD	1.26	1.15	1.01	.92				
Are you ever worried and upset?	Mean	1.76	1.93	2.09	2.28	.24	.30	.001	.001
	SD	.70	.73	.62	.64				
On the whole, how is the morale in your company?	Mean	3.03	3.23	3.27	3.83	.19	.58	.01	.001
	SD	1.02	1.11	.96	.90				
In general, how would you say you feel most of the time, in good spirits or in low spirits?	Mean	1.98	2.25	2.26	2.52	.38	.41	.001	.001
	SD	.70	.73	.63	.56				

Table 4b

Importance of the Army

Item	1970						1974						\bar{x} (post-BCT) - \bar{x} (pre-BCT)		KS Test Pre Post BCT BCT BCT BCT	
	Pre			Post			Pre			Post			SD (pre-BCT) 1970 1974			
	Pre BCT	Post BCT	BCT	Pre BCT	Post BCT	BCT	Pre BCT	Post BCT	BCT	Pre BCT	Post BCT	BCT	Pre BCT	Post BCT		
The Army is essential for the defense of our country.	Mean	4.37	4.08	4.64	4.62	.64	.62	.64	.62	-.36	-.03	.001	.001	.001	.001	
In order to be prepared for war, the US must have not only the most modern weapons, but also a large number of well-trained men.	Mean	3.90	3.66	4.57	4.60	.72	.61	.72	.61	-.22	.04	.001	.001	.001	.001	
Every able-bodied man in the US owes it to his country to take military or naval training so that he can protect his country in an emergency.	Mean	2.34	2.19	2.48	2.43	.73	.75	.73	.75	-.18	-.06	.025	.025	.025	.025	

Table 5B

Military Discipline

Item	1970				1974				\bar{x} (post-BCT) - \bar{x} (pre-BCT)				KS Test	
	Pre BCT	Post BCT	Pre BCT	Post BCT	SD 1970	SD 1974	BCT	BCT	Pre BCT	Post BCT	BCT	BCT	Pre	Post
The discipline you get in the Army is good for you.	Mean	3.57	3.58	4.05	4.22				.01	.17			.001	.001
	SD	1.18	1.03	.97	.82									
If you try to think for yourself in the Army, you're pretty sure to get in trouble.	Mean	2.19	2.45	2.53	2.83				.21	.24			.001	.001
	SD	1.19	1.10	1.21	1.24									
There is too much unnecessary harassment in the Army.	Mean	2.08	2.35	2.66	2.93				.23	.21			.001	.001
	SD	1.14	1.15	1.23	1.15									
What is your opinion of Army rules and regulations?	Mean	2.93	3.00	3.23	3.26				.10	.04			.001	.001
	SD	.68	.72	.65	.60									
What do you think of the military control and discipline in this unit?	Mean	1.54	1.98	1.70	1.95				.77	.51			.001	.01
	SD	.57	.60	.49	.44									

Table 6B

Quality of Training

	1970		1974		\bar{x} (post-BCT) - \bar{x} (pre-BCT)		KS Test	
	Pre BCT	Post BCT	Pre BCT	Post BCT	SD (pre-BCT) 1970	SD (pre-BCT) 1974	Pre BCT	Post BCT
Much of what is taught in the Army is simply useless information.	Mean	3.58	3.06	4.10	4.07			
	SD	1.15	1.18	1.00	.96			
How do you feel about the physical training and hardening program?	Mean	1.78	2.01	1.88	2.17			
	SD	.47	.52	.44	.44			
Do you think that some of the training you have been getting is not needed to make men good soldiers?	Mean	2.21	2.10	2.40	2.43			
	SD	.65	.64	.62	.63			

Table 7B

Racial Prejudice

Item	1970			1974			\bar{x} (post-BCT) - \bar{x} (pre-BCT)			KS Test		
	Pre		Post	Pre		Post	SD (pre-BCT)		SD (post-BCT)		Pre	Post
	BCT	BCT	BCT	BCT	BCT	BCT	1970	1974	BCT	BCT		
Black soldiers have as much of a chance to get promoted in the Army as do White soldiers.	Mean	4.29	3.98	4.46	4.44						.005	.001
	SD	.89	1.04	.82	.78							
Is there more or less racial prejudice in the Army than in civilian life?	Mean	2.49	2.35	2.44	2.42						NS	NS
	SD	.69	.71	.71	.68							

Table 8B

Leadership

Item	1970				1974				\bar{x} (post-BCT) - \bar{x} (pre-BCT)		KS Test	
	Pre BCT	Post BCT	Pre BCT	Post BCT	SD (pre-BCT) 1970	SD (pre-BCT) 1974	Pre BCT	Post BCT	Pre BCT	Post BCT	Pre BCT	Post BCT
Most of the NCOs in the Army are well qualified for their jobs.	Mean	3.49	3.42	4.01	4.27							
	SD	1.05	1.06	.85	.79							
						-.06	.30				.001	.001
Do you feel that the NCOs in the cadre in charge of your work really know their stuff?	Mean	3.75	3.54	4.25	4.37							
	SD	.99	.98	.77	.72							
						-.21	.15				.001	.001

Table 9B

Concern for the Soldier

Item	<u>1970</u>		<u>1974</u>		\bar{x} (Post-BCT) - \bar{x} (pre-BCT)		KS Test Pre Post BCT BCT
	Pre BCT	Post BCT	Pre BCT	Post BCT	SD (pre-BCT) <u>1970</u>	SD (pre-BCT) <u>1974</u>	
Army officers are generally understanding of the needs and problems of their men.	Mean 3.25 SD 1.14	3.29 1.08	3.53 1.05	3.63 1.06	.03	.09	.01 .005
Army NCOs are generally understanding of the needs and problems of their men.	Mean 3.14 SD 1.13	3.26 1.17	3.49 .98	3.79 1.05	.10	.30	.001 .001
In the Army men are treated with proper respect regardless of their rank or jobs.	Mean 2.19 SD 1.23	2.58 1.20	3.12 1.26	3.36 1.21	.31	.19	.001 .001
Do you feel that your officers are interested in your welfare and personal problems?	Mean 2.71 SD .93	2.60 .88	3.02 .82	2.99 .80	-.11	-.03	.001 .001
From what you have seen or heard, do you think you will get a square deal in the Army?	Mean 2.68 SD .83	2.61 .81	3.15 .67	3.16 .71	-.08	.01	.901 .001

Table 10B

**Job Satisfaction, Meaninglessness,
Self-Evaluative Involvement, Miscellaneous**

Item			1970		1974		\bar{x} (post-BCT) - \bar{x} (pre-BCT)		KS Test	
			Pre	Post	BCT	BCT	SD (pre-BCT)	SD (post-BCT)	BCT	BCT
	Pre	Post	BCT	BCT	BCT	BCT	1970	1974	BCT	BCT
On the whole do you think the Army is giving you a chance to show what you can do?	Mean	3.33	3.08	4.22	4.05				.001	.001
	SD	1.38	1.39	1.01	1.12					
To what extent are promotions in the Army based on ability	Mean	3.75	2.77	4.30	4.11				.001	.001
	SD	.97	1.09	.81	.94					
To what extent do your officers and NCOs give you enough information about what is going on in your unit?	Mean	3.10	3.23	3.94	3.71				.001	.001
	SD	1.14	1.11	1.01	1.11					
The opinions of my officers and NCOs about my performance as a soldier are very important to me.	Mean	3.74	3.61	4.41	4.33				.001	.001
	SD	1.10	1.07	.78	.90					
The Army makes a man out of you.	Mean	3.74	3.37	4.22	4.02				.001	.001
	SD	1.14	1.12	.96	.96					

Table 11B

Items Prepared for the 1974 Survey

<u>Item</u>	<u>1974</u>		<u>\bar{x} (post-BCT) - \bar{x} (pre-BCT)</u>
	<u>Pre</u>	<u>Post</u>	<u>$\frac{\bar{x} \text{ (post-BCT)} - \bar{x} \text{ (pre-BCT)}}{1274}$</u>
	<u>BCT</u>	<u>BCT</u>	
My parents are proud that I am serving in the Army.	Mean SD	4.21 4.41	.20
Basic Training should be easier than it is.	Mean SD	3.05 3.84	.71
Most of the men in my company will make good soldiers.	Mean SD	3.90 3.91	.01